To: All Associated General Contractors
Minnesota Masonry Contractors
Independent Contractors
Chapter #3
Hibbing-Virginia Area

Scope of the Agreement:
This agreement shall cover all parts of St. Louis County, north of a line between townships 54 and 55(two miles north of Cotton), and all of Itasca County.

May 21, 2020

BRICKLAYERS AND ALLIED CRAFTWORKERS
LOCAL UNION 1 MINNESOTA/NORTH DAKOTA/SOUTH DAKOTA
HIBBING VIRGINIA AREA – BRICKLAYERS, BLOCKLAYERS AND Pointers, CAULKERS & CLEANERS

This is to advise you that the new working agreement calls for a $2.50 increase per hour on May 4, 2020. Please inform your bookkeeping department of the following rates.

The total wage rate effective May 4, 2020 for members of Bricklayers and Allied Craftworkers will be as follows:

<table>
<thead>
<tr>
<th>HEALTH WAGES</th>
<th>$BANK - RPP</th>
<th>HRA</th>
<th>IU &amp; PPA PENSION</th>
<th>LOCAL PENSION</th>
<th>DULUTH ANNUITY</th>
<th>VAC.</th>
<th>DUES</th>
<th>IMI</th>
<th>APPR.</th>
<th>FCF</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>30.83</td>
<td>(11.00+1.10)</td>
<td>.50</td>
<td>(1.50+1.05)</td>
<td>8.60</td>
<td>4.15</td>
<td>2.88</td>
<td>1.58</td>
<td>.64</td>
<td>.30</td>
<td>.02</td>
<td>64.15</td>
</tr>
</tbody>
</table>

Base Rate: $30.83
Vacation, Dues Check Off: $4.46
Taxable Amount: $35.29

FOREMAN’S RATE – The NEW Foreman rate shall be an additional $4.00 above the scale.

REFRACTORY – The Refractory Base Wage rate shall be $32.33 with above fringe benefits.

Sincerely,

Douglas B. Schroeder
President/Secretary-Treasurer
Bricklayers & Allied Craftworkers
Local Union 1 Minnesota/North Dakota/South Dakota

APPRENTICESHIP WAGES

<table>
<thead>
<tr>
<th>BASE WAGE</th>
<th>TAXABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 1999 hours 65% - $20.04</td>
<td>$24.50*</td>
</tr>
<tr>
<td>2000 - 3999 hours 75% - $23.12</td>
<td>$27.58*</td>
</tr>
<tr>
<td>4000 - 5999 hours 85% - $26.21</td>
<td>$30.67*</td>
</tr>
<tr>
<td>6000 hours full wages &amp; fringe benefits</td>
<td></td>
</tr>
</tbody>
</table>

*Taxable Wage – Includes Vacation and Dues